

**Pengaruh Kepemimpinan Transformasional, Komitmen Organisasi
dan Komitmen Profesional terhadap Kepuasan Kerja
(Studi Kasus pada Kantor Wilayah Kementerian Agama Provinsi
Jawa Tengah)**

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ABSTRAK

Tujuan diadakannya penelitian adalah untuk mengetahui pengaruh kepemimpinan transformational, komitmen organisasi dan komitmen profesional terhadap kepuasan kerja pegawai Kantor Wilayah Kementerian Agama Provinsi Jawa Tengah. Populasi dalam penelitian ini adalah semua pegawai Kantor Wilayah Kementerian Agama Provinsi Jawa Tengah yang berjumlah 207 karyawan, dengan sampel yang diambil sebanyak 100 responden dengan teknik pengambilan purposive sampling. Metode pengumpulan data dilakukan dengan penyebaran kuesioner dan studi pustaka. Analisis data dilakukan dengan uji validitas dan reliabilitas untuk menguji instrumen penelitian, uji asumsi klasik, analisis regresi berganda, uji hipotesis yang meliputi uji t dan uji F dan analisis koefisien determinasi (R²).

Hasil dari penelitian yang telah dilakukan adalah (1) kepemimpinan transformasional berpengaruh terhadap kepuasan kerja, (2) komitmen organisasi berpengaruh terhadap kepuasan kerja, (3) komitmen profesional berpengaruh terhadap kepuasan kerja, (4) secara simultan variabel independen (kepemimpinan transformasional, komitmen organisasi, dan komitmen profesional) terbukti mempengaruhi variabel dependen (kepuasan kerja).

Kata Kunci : kepuasan kerja, kepemimpinan transformasional, komitmen organisasi, komitmen profesional

**The Influence of Transformational Leadership, Organizational Commitment and Professional Commitment on Work Satisfaction
(Case Study at Regional office of Ministry of Religious Affairs of Central Java Province)**

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ABSTRACT

The purpose of the research is to find out the influence of transformational leadership, organizational commitment and professional commitment on work satisfaction of employees of Regional Office of Ministry of Religious affairs, Central Java Province. The population in this research were all employees Regional office of Ministry of Religious affairs, central java province , totalled 207 employees, with samples taken as many as 100 respondents with purposive sampling technique. Data collection methods was done by distributing questionnaires and literature study. Data analysis finished by validity and reliability test to test instrument of research, classic assumption test, multiple regression analysis, hypothesis test which consist of t test and F test and coefficient of determination analysis (R²).

The result of this research are (1) tranformational leadership has an influence on work satisfaction, (2) organizational commitment has influece on work satisfaction, (3)professional commitment influencing on work satisfaction, and (4) simultaneous the independent variable (tranformasional leadership, organizational commitment, and professional commitment) proved influencing the dependent variable (work satisfaction).

Keyword : work satisfaction, transformational leadership, organization commitment, professional commitment